



- Ensure a fair and transparent selection process for candidates applying to the program
- Implement an effective resident assessment and promotion process in accordance with NOSM postgraduate policies
- Develop and implement remediation programs for residents in difficulty as necessary
- Maintain an appeal mechanism consistent with NOSM postgraduate policies
- Ensure appropriate support for residents including safety, career counselling, stress management and availability of other resources for resident wellbeing as needed
- Ensure the on going review and evaluation of the residency program including educational objectives, academic, and clinical curriculum consistent with the requirements of the RCPSC and NOSM.
- Employ a continuous quality improvement approach to resident placements, other educational experiences, and program development, so that residents are prepared for practice, including in northern and rural areas.
- Coordinate the recruitment of faculty for teaching and make recommendations for academic appointments in collaboration with the Associate Dean, Postgraduate Education and other academic leaders at NOSM
- Work to enhance faculty support, development, evaluation and feedback to improve the commitment and retention of NOSM faculty
- Ensure that each teaching site is visited at least annually to ensure preceptor input and feedback on the educational experiences and to support and foster evaluation and preceptors' professional development.
- Prepare for and participate in internal and external reviews and accreditation of NOSM programs
- Act as a surveyor for internal reviews at NOSM

#### **Administrative Responsibilities**

- Chair the Residency Program Committee
- Facilitate communication among preceptors, programs and residents through committees and other mechanisms for the purposes of planning, coordinating and overseeing respective components of the program
- Participate in required postgraduate NOSM, and RCPSC committees, as identified by the Associate Dean, Postgraduate Education and provide such reports as may be required from time to time.
- Liaise with people and groups essential to the Internal Medicine residency program such as:
  - Program Director(s) NOSM
  - The Royal College Internal Medicine Specialty Committee
  - Other Internal Medicine program directors across Ontario and, at times, Canada
- Fulfil other such duties as may be assigned.

#### **QUALIFICATIONS:**

- Must hold certification in with the Royal College in Internal Medicine (or equivalent as determined by the Associate Dean PG)
- A physician licensed in Ontario who is a member of the RCPSC, who possesses or is eligible for an academic appointment with NOSM
- Preferably three (3) years recent northern practice experience
- Preferably three (3) years recent experience as a preceptor

#### **KEY COMPETENCIES:**

- Substantial knowledge of, and exposure to, the issues faced by northern and rural medical education
- Significant experience in clinical practice and academic sectors
- Self motivated and directed
- Superior interpersonal, communication, leadership and problem-solving skills
- Resident advocacy skills and interest

Interested candidates are invited to submit a resume quoting the competition number # **2016-1057-KW**  
to:

**Northern Ontario School of Medicine**  
**Attention: Human Resources**  
**935 Ramsey Lake Road, Sudbury, Ontario P3E 2C6**  
**Email: [HR@nosm.ca](mailto:HR@nosm.ca)**  
**Fax: (705) 671-3880**

*The Northern Ontario School of Medicine offers accommodation for applicants with disabilities throughout its recruitment processes. If you require accommodation during the recruitment process, or require an accessible version this posting, please contact Human Resources via email at [hr@nosm.ca](mailto:hr@nosm.ca).*

*The Northern Ontario School of Medicine invites applications from all qualified individuals. NOSM is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity.*

*While all responses are appreciated and will be handled with the strictest confidence, only those being considered for interviews will be acknowledged.*